

Coup d'envoi des audiences

EN 2001, l'ACPPU intensifiera son travail de sensibilisation en lancant, à Halifax, les 9 et 10 mars, la première tranche d'une série d'audiences publiques panafricaines sur la situation de l'enseignement postsecondaire au Canada.

Le forum de Halifax, parrainé par l'ACPPU et les associations de professeurs des universités Dalhousie, Saint Mary's, Mount Saint Vincent, le Nova Scotia College of Art and Design, et l'Atlantic School of Theology, permettra aux professeurs, étudiants, syndicats et groupes communautaires d'évaluer les problèmes auxquels font face leurs établissements d'enseignement et de proposer des solutions pour que les collèges et les universités puissent remplir leur mission publique.

« Les universités et collèges du Canada sont aux prises avec de multiples crises », explique le président de l'ACPPU. « L'accèsibilité et le coût des études postsecondaires, les conséquences de la commercialisation et la manière dont nos établissements sont dirigés sont des questions de plus en plus préoccupantes. Les professeurs, les étudiants, le personnel et la population doivent se faire entendre pour que nous puissions trouver des solutions adéquates. »

Le forum débutera le 9 mars par une visite guidée des campus à l'intention des politiciens et des journalistes de la région. Cette visite a pour but de leur montrer les répercussions des compressions budgétaires des gouvernements sur les installations, les infrastructures et le nombre d'étudiants par classe.

En soirée, une activité publique, mettant en vedette Dalton Camp, célèbre commentateur et chroniqueur politique, aura lieu à l'Université Dalhousie. Les audiences s'ouvriront le lendemain à l'Université Saint Mary's.

Le rapport des audiences, accompagné de recommandations, sera soumis aux politiciens provinciaux et fédéraux de la région.

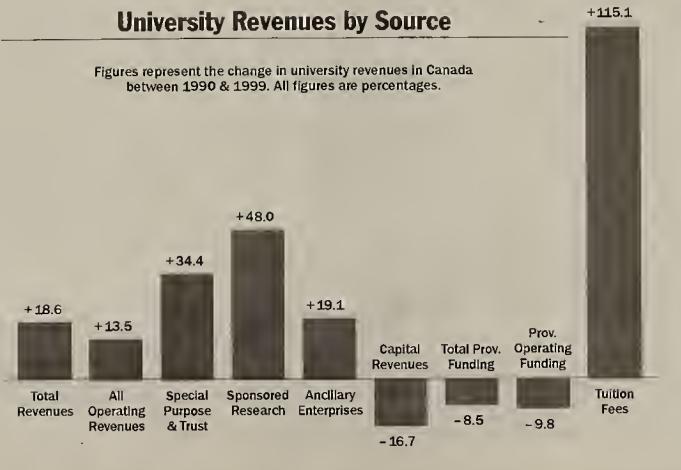
« Je tiens à inviter chaque association à envisager de collaborer avec nous pour tenir des audiences dans leur collectivité au cours de la prochaine année », ajoute M. Booth. « Ces audiences représentent une rare occasion pour les membres du milieu universitaire et la population en général d'entamer un dialogue sur l'avenir de notre système d'enseignement postsecondaire. » ■

Traduit de l'article « Cross-Country Hearings Start in Halifax ».

Our Universities.
Our Future.

University Revenues by Source

Figures represent the change in university revenues in Canada between 1990 & 1999. All figures are percentages.



THE Canadian university is quickly becoming less a public institution and more a private one, concludes the current issue of CAUT's *Education Review*.

Based on the latest figures available on university finances, the report finds that universities and university colleges have increasingly come to rely less on public funding and more on private revenues to sustain their operations.

In fiscal 1999, university revenues reached an all-time high of \$12.4 billion — an increase, unadjusted for inflation, of 4.5 per cent over the previous year. However, rising tuition revenues and income from private donations and contracts continue to outpace increases in public funding.

The study points out that tuition income rose 6.8 per cent in 1999 while total provincial grants to universities increased just 2.1 per cent.

As has been the trend in recent years, the greatest source of gains in university revenues was for sponsored research, 12.5 per cent higher in 1999 than in 1998. This was largely due to significant increases in federal research funding and in private research contracts.

Since 1990, the study shows, total university revenues in Canada have grown by more than 18 per cent when adjusted for inflation. Most of these gains can be attributed to increases in tuition revenues (115 per cent), sponsored research revenues (48 per cent), and special purpose and trust fund income (34 per cent). Over the same period, total provincial funding fell by more than 8 per cent and provincial operating funding declined by almost 10 per cent.

CAUT president Tom Booth noted the decline in core funding and the rapid growth in sponsored research revenues reflects a broader change in public policy that is leading to widening revenue gaps between institutions.

“Governments have been reluctant to boost general operating revenues which benefit all universities, and have instead targeted funding toward sponsored research which benefits Canada's largest and most research-intensive universities,” he said. “Smaller undergraduate teaching institutions have not experienced the same revenue growth as the larger research universities. There is emerging a two-tier university system in which teaching is clearly not a priority for public investment.”

The report also notes that as a share of total university revenues, government grants and contracts now make up just 55.3 per cent of all revenues, down from 69 per cent as recently as 1990. By contrast, fees paid by students now constitute more than 20 per cent of all revenues and 32 per cent of operating revenues, compared to just 11 per cent and 17 per cent respectively in 1990.

Meanwhile, university expenditures on salaries continue to shrink as a share of total expenditures — falling from a high of 74.2 per cent of non-capital expenditure in 1976 to their now lowest level of 66.1 per cent in 1999. Academic salaries for instruction and non-sponsored research now represent just 25.7 per cent of total expenditures, down from 26.7 per cent in 1998.

Booth said primary responsibility for these developments lies with governments, but that university administrators have also contributed to this shift toward an increasingly privatized system of post-secondary education.

“A renewed commitment on the part of governments to adequately fund universities and colleges is urgently needed,” he said. “But university administrators must also make a commitment to reinvest in human resources and to ensure that post-secondary education is affordable and accessible.” ■

CAUT's *Education Review* (Vol. 3, No. 1, *Creeping Privatization: University Finances, 1998-1999*) is available at www.caution.ca.

Cross-Country Hearings Start in Halifax

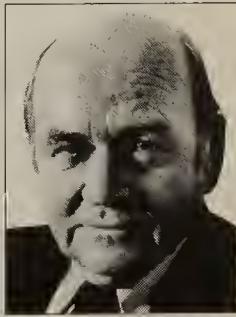
CAUT is stepping up its campaign in 2001 with the launch in Halifax on Mar. 9-10 of the first in a series of cross-country hearings on the state of postsecondary education in Canada.

The Halifax forum — sponsored by CAUT and the faculty associations at Dalhousie, Saint Mary's, Mount Saint Vincent, the Nova Scotia College of Art and Design, and the Atlantic School of Theology — will provide faculty, students, and local labour and community groups with the opportunity to assess the problems confronting their institutions and to suggest ways to ensure universities and colleges can fulfill their public mission.

“Canada's universities and colleges face a number of crises,” explained CAUT president Tom Booth. “There are growing concerns about accessibility and cost about the impacts of commercialization, and about how our institutions are governed. Finding solutions to these problems will require that the voices of faculty, students, staff, and the larger public be heard.”

The forum will begin on Mar. 9 with a guided tour of the campuses for local politicians and journalists. The visits are intended to visibly highlight the impacts of public funding cuts on facilities, infrastructure and class sizes. The tour will be followed by a public event at Dalhousie University in the evening, featuring noted political commentator and columnist Dalton Camp. The next day, community hearings will be conducted at Saint Mary's University.

A written report of the hearing, with recommendations, will be presented to local provincial and federal politicians. ■



Dalton Camp

THRONES SPEECH

Liberal's plans
will jeopardize
the integrity of
research.

See Page A7

BOOKSHELF

Troubled times
for academic
freedom in
New Zealand.

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CAUT & ACPPU BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

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The CAUT Bulletin is published each month September through June. Average distribution 32,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

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Le Bulletin de l'ACPPU est publié chaque mois de septembre à juin. Tirage moyen : 32 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.caut.ca.

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Pour les questions au sujet de l'abonnement et de la diffusion, prière de s'adresser à Natalie Savard; Tel: 613/820-2270; Téléc: 613/820-2417; savard@caut.ca.

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Canadian Association of Labour Media
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PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

LETTERS COURRIER

Flip-Flopping on Education

I feel like a John Ibbotson coupon clipper. Over the past two years I've been collecting the *Globe and Mail* columnist's articles on education, and fittingly, they are very instructive. Occasionally insightful and always bombastic, they are the basis for lively discussions about the direction of schools and universities in Ontario. They are also filled with glaring contradictions that must leave readers scratching their heads about what's going on inside Ibbotson's.

On Apr. 26, 1999, when he was still working for the *National Post*, Ibbotson wrote a column exposing and denouncing the plans for public education outlined in a report by the Ontario Jobs and Investment Board, headed by a key advisor to Premier Mike Harris. The board proposed turning universities into blunt instruments of provincial economic policy. Ibbotson was not impressed.

"The autonomous liberal-arts university is in its last days," he wrote. "Welcome the provincially-controlled, market-sensitive, advanced polytechnic that will replace it." Such a scheme would "sacrifice our humanities programs on the altar of economic advantage [and] surrender our civilization to our economy."

Couldn't have said it better myself, I thought, and I pasted Mr. Ibbotson's column on my bulletin board.

On Feb. 28, 2000, he again castigated the Ontario government for spending virtually all of new funding for higher education on market-oriented programs such as business, computer science and engineering. On the heels of the restructuring of elementary and secondary schooling these policies fully exposed the Tories' narrow educational vision. "Rather than expanding the mind, education will now train it," lamented Ibbotson.

But by the end of the year, as if bitten belatedly by the millennium bug, the author was singing a different tune.

On Dec. 14, in an article on the York University teaching assistants strike, he jumped on the anti-liberal education bandwagon by condemning York's research centres in the humanities and social sciences and by mocking students who were interested in "feminist research," "practical ethics," and "work society" and so on. "If it is humanly possible to graduate with a university degree and still be unable to find a job," he inaccurately concluded, "these are the sorts of courses that will do it." He now recommended that York get with the Tory program by emphasizing business, engineering and health sciences.

On Jan. 9, 2001, Ibbotson's conversion to the Common Sense Revolution appeared complete. Educational changes which he had previously found gaudy were now essential. "Vital reforms in primary and secondary education by the Mike Harris government have been frustrated by the teachers unions. Attempts to force the province's 18 public universities to reorient their teaching to the imperatives of the job market have led to strikes at York, McMaster University, University of Toronto, and York again." He enthused over private education, and praised the government for resolving "to expose the public universities to the disciplines of the market."

What does this turnaround mean? One could conclude, sympathetically, that Ibbotson is demonstrating remarkable mental agility by clinging to totally incongruous ideas at the same time — or that he doesn't remember what he wrote a year ago — or that he is suffering from the pressure of producing copy for deadline. All I know is that he's giving me a headache and I'm no longer tacking his columns to my bulletin board.

PAUL AXELROD
Social Science, York University

Miller & Kornberg Articles Commendable

The publication of an article by Sarah Miller of Queen's University on deregulation of fees back to back with that of Nobel Laureate Arthur Kornberg (*Bulletin*, December 2000) is certainly to be commended. The first, articulate and concise, the second reflective and prognostic, provide university students, faculty, administration, and staff choice information as they proceed in their daily tasks. Both are posted on our bulletin board outside our research laboratories.

VICTOR SNIEKUS
Chemistry, Queen's University

Law Commission Report Gives Short Shrift to Research Funding Issue

In his review of the Law Commission of Canada report entitled *The Governance of Health Research Involving Human Subjects* (Michael MacDonald et al.), Patrick O'Neill writes: "The study gives short shrift to the problems associated with funding of research by private industry" (*Bulletin*, January 2001).

At the same time, MacDonald, the lead researcher, is reported to comment that "one of the striking conclusions of the study is the discrepancy between ideals expressed in policy and the actual arrangements for accountability and effectiveness of governance in this area."

I wonder whether the lead researcher should not apply his striking conclusion to his own study's discrepancy between ideal — academic research that subordinates itself to no vested interest — and practice — a study of the ethics of health research which pays no studied attention to the increasing control of health research by for-profit pharmaceutical corporations.

It is not as if this distorting influence on medical research is not well known, as the Nancy Olivieri case made clear. It is not even as if this for-profit financing of medical research by private pharmaceutical interests is not now recognized as a clear danger by the most eminent academic authorities.

In the very same issue of the *Bulletin*, for example, Harvard University's faculty of medicine is reported to be defending "the integrity of its medical science" against "entrepreneurial zeal [which] threatens to blur the lines between university research and product promotion." Harvard's ethical policy now prescribes unprecedentedly rigorous conflict-of-interest policies that prohibit researchers from financial involvement in their research.

One wonders why MacDonald gave such "short shrift" to perhaps the gravest problem facing the academy today — the financial control over scientific research by private corporations whose ruling interest is not advancement and dissemination of knowledge and learning, but maximization of the monetary wealth of their stockholders.

Could it be that the ideological conflation of these opposed values now structures even the professional work of Canadian ethical researchers? A striking conclusion indeed.

JOHN MCMURTRY
Philosophy, University of Guelph

Carleton Teaching Assistants Win!

TEACHING assistants at Carleton University won a stunning victory hours before their strike deadline on Jan. 31. In addition to wage increases of 3.5 per cent in the first year and 4 per cent in the second, their new agreement provides for tuition increase protection.

They also won intellectual property protection assuring teaching and research assistants rights to the work they do as bargaining unit members proportionate to their participation in a project. This includes authorship rights, copyright, and profits from commercializable research.

They gained agreement to a jointly administered employee assistance fund to provide support for child care and extended health insurance coverage. In addition, the administration signed a letter of intent guaranteeing that the impact of the double cohort on class size will be discussed at a joint consultation committee and a recommendation from this committee will be made no later than May 2002.

At an emergency general meeting just prior to the strike deadline, the Carleton University Academic Staff Association

(CUASA) voted unanimously to support the CUPE 4600 bargaining unit by urging their members to refuse to do the work of the striking assistants and to press to make sure no student suffered any academic penalties as a result of the strike. CUASA had made preparations to move their office off campus and to mobilize members to join the picket line.

Alyya Ahmad, president of CUPE Local 4600, expressed delight at their victory.

"We were willing to put our jobs on the line to prove our commitment to affordable, quality public education. Now we can stand up and say we have a tuition fee assistance plan. That's what we went in for and that's what we got," Ahmad said.

Carleton's tuition increase protection plan provides a rebate to teaching assistants equal to 75 per cent of any increase in tuition up to 2 per cent each year. During negotiations the dean of graduate studies gave assurances that tuition would not be allowed to rise more than 2 per cent in each year of the collective agreement. ■



President's Column

The Evolution of University Governance

By TOM BOOTH

In the 35 years since the Duff Berdahl report (*University Government in Canada*), governance in Canadian universities has changed. It is interesting to document the changes that have occurred.

Three benchmarks in the history of our organization can be effectively used to demonstrate the evolutionary pathway. These include the 1966 Duff Berdahl report, the 1993 report of the Independent Study Group on University Governance (ISGUG), and events of the past two years.

Recommendations of the Duff Berdahl report were constructed at a time when universities were publicly funded for the most part and "... internal university government (was) not significantly affected by federal programmes." The principles of university autonomy and shared governance appear throughout the report. Clear-cut suggestion that the board has final authority on fiscal matters and the senate on educational matters is strongly advanced. The authors also recognize the board to have a strong legal role in advancing university autonomy.

The ISGUG report further championed the need for the board to protect institutional autonomy and the role of the senate in collegial academic decision-making. The authors recommended that the principal responsibility of the board was "... the task of mediating between the university on the one hand and its many publics on the other." Significantly increased government-appointed corporate representation on boards was noted. ISGUG also recommended better communication between the senate and the board, suggesting that one or two members of the board sit on the senate.

Since the ISGUG report, board representation on the senate has been implemented in various institutions. One problem is that many senates, or senate-like bodies, hover around only 50 per cent elected members, and appointment of further non-elected members only raises concerns. Representation by academic staff on boards has been eroded with either reduction in number of academics elected to the board or the addition of more government

appointed members. To further complicate matters, the roles of the board and the senate have been increasingly crosswired. This is in part due to the fusion of the secretariats of the two bodies into a single secretariat designed to serve both academic and fiscal/managerial/corporate activities of the institution.

Over the past two years events indicate that shared governance and collegial decision-making are gravely endangered. Increasingly, boards are departing from their important historical roles and overstepping into the recognized ambit of the senate, sometimes disregarding or ignoring the university's most senior academic body. In the last year the CAUT *Bulletin* has chronicled just such a case at Trent University.

Senates employ, depend on, and embody shared governance and collegial decision-making. Where and when these principles are devalued senates are diminished, moving our universities ever closer to a corporate management model. Top-down governance structures have long been recognized to be harmful in academic settings. Structures allowing faculty members and other academic staff to control educational decisions are vital to maintenance of the integrity and quality of the university. Top-down governance structures also serve outside interests that would turn universities into academic enterprise providers for the private sector. To continue to insist on top-down management and suppression of shared governance and collegial decision-making is to run the risk of serious damage to the structure and function of the university and to diminish the quality of higher education.

One of the most important achievements of our faculty associations since the release of the Duff Berdahl report is the contribution made to increased collegiality on our campuses through negotiation of collective agreements. While senates should remain the embodiments of shared academic governance and the commons of collegial practice and ideals, faculty associations may have to find other routes to insure these principles if senate powers continue to be diminished.

Homework!

Numbering on the Octahedral Die

An ordinary die is a cube whose faces are numbered from one to six. But dice can have other shapes. An octahedral die is the shape of a regular octahedron (formed by gluing two square-based pyramids together) which has eight triangular faces, with four of them meeting at each of its six vertices. Show how the faces can be numbered from one to eight, inclusive, in such a way that the sum of the numbers of the four faces joining at each vertex is always the same. It might help to begin by deciding what that sum should be.

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page 81.

Quebec Government Announces Tax Break for Foreign Pros

THE government of Quebec is offering five-year income tax holidays in an effort to lure foreign academics in information technology, engineering, health sciences and finance to take jobs at the province's universities.

Officials claim the tax incentive is needed to help universities "bolster their ability to recruit professors" and to reverse an alleged brain drain.

But the plan was announced the same day a new report was issued that casts doubt on the link between tax levels and the loss of highly educated and skilled Canadians to the United States.

Ross Finnie, a research fellow and adjunct professor at Queen's University's school of policy studies, says it's not true there are "great hordes of Canadians leaving en masse" and there are not "great swaths being cut through the ranks of our best and brightest."

Finnie's study, *The Brain Drain, Myth & Reality - What It Is & What Should Be Done*, shows there

is a net loss of nurses and post-secondary teachers to the U.S., but concludes it's a myth they are being lured by lower taxes.

Finnie says the real problem stems from a lack of opportunity in Canada brought about by steep public sector cutbacks in health and education.

"Where we've been slashing our public spending, some of our top people have been leaving," he said. "We shouldn't be too surprised."

He adds this suggests tax cuts are too blunt a policy instrument because they don't deal with the real problem.

CAUT criticized the Quebec plan, saying the province would be better off increasing core funding for universities and colleges.

"If you really want to attract quality people to your universities, you won't do it with a tax break," said CAUT president Tom Booth. "It makes little sense to offer foreign professors a few extra dollars in their pocket if class sizes are increasing, research facilities are in

disrepair, and working conditions are deteriorating."

Booth is also concerned the tax holiday will apply only to foreign academics and Canadian expatriates. "I'm worried about the signal this sends to our colleagues and to recently graduated PhD students who won't qualify for this special treatment because they've remained in Canada," he said. "Does this mean they're second best?"

Officials with the Quebec government estimate the tax incentive will help universities recruit 1,000 professors over the next five years, a figure that Booth says is "wildly optimistic."

An aide to Quebec Finance Minister Bernard Landry claims the loss of tax revenue to the province will be offset by the skills and knowledge the new professors will share with their students. ■

Ross Finnie's report *The Brain Drain, Myth & Reality* is available at www.workingpapers.ca.

Les universités se privatisent graduellement, selon un rapport

LA dernière livraison de *Dossier en éducation*, de l'ACPPU, conclut que les universités canadiennes sont de moins en moins publiques et de plus en plus privées.

D'après les dernières statistiques disponibles sur les finances universitaires, les universités et les collèges universitaires tendent à se tourner davantage vers le secteur privé pour soutenir leurs activités de fonctionnement et à moins dépendre des deniers publics.

Pour l'exercice financier 1999, les revenus des universités canadiennes se sont élevés à 12,4 milliards de dollars, un record. Il s'agit d'une hausse de 4,5 % par rapport à l'exercice précédent, avant ajustement en fonction de l'inflation. Néanmoins, les revenus en hausse tirés des droits de scolarité, de dons et de contrats du secteur privé continuent d'excéder l'augmentation du financement public de base.

Il ressort de l'étude que les droits de scolarité ont augmenté de 6,8 p. 100 en 1999 alors que le total des subventions provinciales au titre des universités ont progressé de seulement 2,1 p. 100.

Selon la tendance des dernières années, la recherche subventionnée a constitué la source la plus importante de revenus pour les universités, 12,5 % plus élevée en 1999 qu'en 1998. Cette hausse est en grande partie attribuable à l'augmentation sensible du financement fédéral pour la recherche et des contrats de recherche passés avec l'entreprise privée.

Depuis 1990, le total des revenus, après ajustement en fonction de l'inflation, a crû de plus de 18 p. 100. La majorité de ces gains est probablement attribuable à la

hausse des revenus tirés des droits de scolarité (115 p. 100), des revenus provenant de la recherche subventionnée (48 p. 100) et du revenu des fiducies et dotations (34 p. 100). Au cours de la même période, le financement provincial total a diminué de plus de 8 p. 100 et les subventions provinciales de fonctionnement ont décrue de presque 10 p. 100.

Le président de l'ACPPU, Tom Booth, fait remarquer que la diminution du financement de base et la croissance rapide des revenus de la recherche subventionnée reflètent un changement plus général des politiques publiques qui est en train d'élargir les écarts de revenus entre les établissements.

« Les gouvernements sont réticents à hauser les revenus de fonctionnement général qui profitent à toutes les universités. Ils préfèrent plutôt orienter le financement vers la recherche subventionnée. Cette façon de faire tend à favoriser les universités les plus grosses et la majorité de celles à fort coefficient de recherche au Canada », dit-il. « Il en résulte donc pour les établissements d'enseignement du premier cycle une croissance de revenus plus faible que celle des plus grosses universités vouées à la recherche. On assiste à l'émergence d'un système universitaire à deux vitesses où l'enseignement n'est manifestement pas une priorité pour l'investissement de deniers publics. »

De plus, en proportion du total des revenus universitaires, les subventions et les contrats gouvernementaux représentent maintenant seulement 55,3 p. 100 de tous les revenus, une baisse de

69 p. 100 par rapport à 1990. Par contre, les frais de scolarité versés par les étudiants constituent maintenant plus de 20 p. 100 de tous les revenus et 32 p. 100 des revenus d'exploitation par rapport à 11 p. 100 et 17 p. 100 respectivement en 1990.

Par ailleurs, les dépenses au chapitre des salaires continuent de décroître en proportion des dépenses totales, passant de 74,2 p. 100 des dépenses autres qu'en capital en 1976 à 66,1 p. 100 en 1999, leur plus bas niveau. Les salaires des universitaires au titre de l'enseignement et de la recherche non subventionnée représentent maintenant 25,7 p. 100 seulement des dépenses totales, une baisse par rapport à 1998 (26,7 p. 100).

De l'avis de M. Booth, les gouvernements sont les principaux responsables de ces nouvelles tendances. Il estime cependant que les administrateurs universitaires ont également contribué à la privatisation progressive du système d'enseignement postsecondaire.

« Il faut absolument que les gouvernements renouvellent leur engagement envers un financement suffisant des universités et des collèges », demande-t-il. « Toutefois, les administrateurs universitaires doivent également s'engager à réinvestir dans les ressources humaines et à garantir un accès abordable et adéquat aux études postsecondaires. » ■

Le rapport *La privatisation graduelle : les finances des universités, 1998-1999* est affiché sur le site www.caup.ca.

Traduit de l'article « Our Universities Facing 'Creeping Privatization' ».

Given a world of opportunity, why choose Windsor?

Robert Letcher has come a long way in his career as a research scientist – all the way from RITOX, the prestigious environmental research institute at Utrecht University, Holland. There, he pioneered research on the biotransformation of synthetic organic compounds, and on their worldwide environmental effects on human and wildlife health.

What led him to the University of Windsor's GLIER (Great Lakes Institute of Environmental Research) to build on his groundbreaking work in environmental chemistry and toxicology? No surprise – he did his research. And the more Dr. Letcher learned about the University of Windsor, the more he liked. "The world-class team of researchers – and their exceptional spirit of collegiality – creates a very exciting symbiosis." The global reputation of GLIER's scientists and the University's readiness to invest in infrastructure are indicative of the overall momentum that is reshaping our research profile in a variety of disciplines.

Want to learn more about the scope and variety of opportunity at the University of Windsor – including an opening on GLIER's team? Begin your research by contacting Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608 or visit us online at www.uwindsor.ca/facultypositions.

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WINDSOR



La Loi sur la faillite devant les tribunaux

INVOCANT le motif de discrimination, la Fédération canadienne des étudiantes et étudiants a déposé devant la Cour supérieure de l'Ontario une requête en vue de contester la constitutionnalité de certaines dispositions de la *Loi sur la faillite et l'insolubilité* qui permet à une personne de faire faillite pour se libérer de ses dettes, à l'exception des prêts étudiants.

Selon la Fédération, ces dispositions sont discriminatoires à l'égard des étudiants débiteurs et contraignent à la Charte des droits et libertés. « Personne ne vise à déclarer faillite, mais la loi est instaurée en vue de protéger les citoyens et citoyennes et permet aux débiteurs et débitrices honnêtes, mais infortunés, de recommencer à neuf. Il est inéquitable et inconstitutionnel de traiter les étudiants et étudiantes différemment de tout autre citoyenne ou citoyen canadien », affirme Michael Conlon, président national de la Fédération.

En 1997, le gouvernement fédéral a modifiée la *Loi sur la faillite et l'insolubilité*, imposant un empêchement de deux ans pour la libération des prêts aux étudiants. En 1998, la Loi a été modifiée, rendant les prêts impossibles à libérer pour une période de 10 ans après la cessation des études. « Cette décision est discriminatoire », ajoute M. Conlon, « car une dette ordinaire à la consommation peut être libérée après neuf mois ».

« Nous pouvons nous dispenser de politiques qui pénalisent la population étudiante la plus démunie. Nous devons garder bas le coût de l'éducation et réduire l'endettement étudiant », dit M. Conlon. « Nous avons besoin de subventions et non de lois discriminatoires sur la faillite. » ■

Traduit de l'article « *Bankruptcy Act Taken to Court* » (*Bulletin de l'ACPPU*, janvier 2001).

COLLOQUE

du
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15 et 16 mars 2001

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Ces thèmes vous intéressent, veuillez communiquer sans tarder avec Marie-Claude Thomas pour obtenir votre formulaire d'inscription :

FQPPU

4446, boulevard Saint-Laurent, bureau 405
Montréal, Québec H2W 1Z5
1-514-843-5953

FQPPU

Newsline - En bref

Victory at Trois-Rivières

The nine-week strike by almost 350 sessional lecturers at the University of Quebec at Trois-Rivières ended on Jan. 9 with a 75 per cent vote in favor of settlement. In June 2002, lecturers at UQTR will receive upgrades and raises of 20 per cent (average). At the end of the new agreement (2004-2005) as many as 55 lecturers will be full time with salaries from \$46,079 to \$60,066, subject to provincial public sector "parameters."

Coming in 2001

The CAUT librarians conference will take place Oct. 25-27, 2001 in Ottawa, Ontario. "Academic Librarians in the Digital Age" will examine the impact of digital technology on the rights of academic librarians and their ability to fulfill their professional responsibilities. For details contact Lois MacKenzie at (613) 820-2270, fax: (613) 820-7241 or by email mackenz@caut.ca.

La journée de lobbyisme national prévue en avril

L'ACPPU et la Fédération québécoise des professeures et professeurs d'université (FQPPU) ont fixé au jeudi 26 avril la prochaine journée de lobbyisme national. « Nous voulons réunir des représentants du plus grand nombre possible d'associations pour qu'ils rencontrent leur député et lui expliquent la situation à laquelle fait face leur université en raison du sous-financement exercé par les gouvernements », déclare Tom Booth, président de l'ACPPU. « Nous avons fait en sorte que le lobby se tienne en même temps que l'assemblée du printemps du Conseil de l'ACPPU. Si vous comptez assister à l'assemblée, je vous invite à participer avec nous au lobby. » Prévue à l'origine le 23 novembre 2000, la deuxième journée de lobbyisme national a été annulée en raison de la campagne électorale fédérale.

National Lobby Day Set for April

CAUT and the Fédération québécoise des professeures et professeurs d'université (FQPPU) have set Thursday, April 26 as the date of the next national joint lobby day. "We want to bring together representatives from as many associations as we can to meet with their members of parliament and explain what is happening on their campuses because of public underfunding," said CAUT president Tom Booth. "We've arranged for the lobby to coincide with our spring Council meeting. If you're coming to Council, I encourage you to join us for the lobby." The second national lobby originally planned for Nov. 23, 2000 was preempted by the federal election campaign. To register for the lobby, please contact Linda Rumleski at (613) 820-2270 or rumleski@caut.ca.

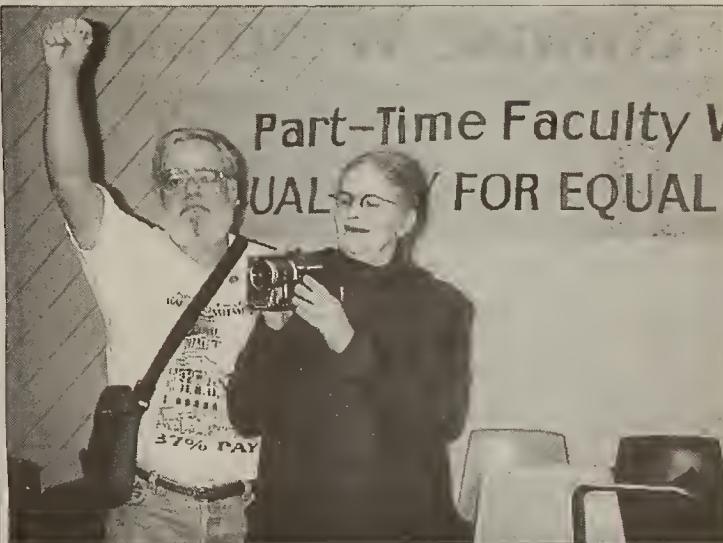
Controverse à l'Université Trent

Le conseil d'administration de l'Université Trent a tenu sa réunion de janvier à huis-clos, dans le bureau de la rectrice, Bonnie Patterson. Il a pris cette décision pour faire faire les protestations des étudiants et des professeurs suscitées par son refus d'entendre la motion du professeur John Syrett, du conseil de faculté, au sujet de la fermeture des deux collèges du centre-ville. Le conseil d'administration, pressé de fermer les collèges, a confirmé ainsi sa détermination de ne pas tenir compte de la résolution de novembre 1999 du conseil d'université favorisant le maintien des collèges. On se souviendra que trois professeurs ont demandé l'année dernière un contrôle judiciaire de la décision du conseil d'administration, aux termes de la *Trent University Act*, qui confère au conseil d'université des pouvoirs en matière pédagogique. Rejetée en première instance, leur demande a été acceptée par la Cour d'appel de l'Ontario. Déposée en janvier, l'avis d'appel sera fort probablement entendu cet été.



CARTOON: LYNN KLOSS, CAUT/THOMAS KLOSS

Exploitation of Contract Staff Topic of San Jose Conference



COCAL IV — Emilio Bruna, part-time economics instructor and president of the Texas Part-time Faculty Association with Barbara Wolf, producer of "Degrees of Shame," a video documentary about part-time faculty.

HIGHER education faculty from 16 states and four Canadian provinces gathered in San Jose, California recently for COCAL IV, a national conference on contingent academic labour. The January conference, hosted by the California Part-time Faculty Association (CPFA), brought together more than 150 activists and organizers to seek solutions for one of the most serious problems facing college and university educators — the exploitation and overuse of contract academic staff.

"Use of marginalized professionals on temporary assignment to staff our colleges and universities is shortsighted," said Lantz Simpson, CPFA legislative analyst and president of the Santa Monica College Faculty Association. "It exploits the idealism of faculty while hiding actual costs incurred from increased administrative workload. It also burdens regular full-time faculty who must shoulder an increasing amount of the professional activities demanded by quality academic institutions."

This was the fourth conference organized by the Coalition on Contingent Academic Labour (COCAL), and the first to be held on the west coast. Previous gatherings took place in Washington, D.C., New York and Boston. With each event the coalition has expanded its base of support to include more than 40 organizations, both faculty unions and professional associations.

The organizers of COCAL IV also initiated steps to link with students and with other campus employee groups, as well as with more broad-based labour campaigns addressing the pressing issue of contingent work. And the conference provided participants with numerous opportunities to discuss organizing and collective bargaining strategies, share success stories, and develop new coalitions.

An unexpected number of Canadians attended, thereby providing a unique opportunity for inter-union exchange. Among the Canadian organizations represented were CAUT, the College Institute Educators' Association of British Columbia (CIEA-BC), the Association of Academic Staff: University of Alberta (AAS:UA), the Concordia Part-time Faculty Association, the Canadian Union of Public Employees and la Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN).

"Although there is a great diversity of state and provincial laws governing contract workers, and a great variety of associations, bargaining units and unions that have organized these workers, the issues that arise are amazingly similar in

It is becoming clear that the inequities are damaging to our institutions.

nature," said Brenda McLean, a sessional instructor at the University of Alberta and member of the AAS:UA executive. "All of us lack job security, equitable pay, benefits, pensions, and suitable working conditions to varying degrees."

"We are seemingly cheap labour pursuing a career to which we are committed. But we don't often receive the respect we are due. This conference was helpful to me on a local level, as I was able to connect with other union representatives and collect information that will help my association when we proceed into agreement review this spring."

COCAL participants, many of whom work in community colleges in the U.S., were particularly interested in Linda Sperling's account of CIEA's regularization cam-

aign, which resulted in the conversion of many contract faculty to permanent positions.

The successful outcome of Action 2000, the California Part-time Faculty Association's public awareness campaign for part-time faculty equity, was discussed at length. The campaign resulted in a commitment from California Governor Gray Davis to earmark \$60 million in the 2001-2002 state budget to reduce the inequity of community college part-time faculty compensation.

"It is becoming increasingly clear that the inequities under which non-tenure track faculty are employed are as damaging to our institutions and our students' education as they are to the lives of faculty members. Governor Davis's bold action signals a major shift in public policy priorities," said Chris Storer, executive council chair of the California association.

Energy by these and other success stories, conference participants unanimously voted to increase outreach efforts to their own academic communities, and more broadly, to the public at large and public policy decision-makers by holding a Canada-U.S. "equity week of action" projected for the fall of 2001.

A steering committee was established to plan concurrent actions across North America to heighten awareness and increase pressure for change. The steering committee will develop a broad plan, seek support from sponsoring organizations, and report back to COCAL participants before April when equity week plans will be formally announced.

A proposal by the Canadian delegation to host COCAL V in Montreal was received enthusiastically by participants. ■

Information on the work of the Coalition on Contingent Academic Labour can be obtained at www.cfa.org/cocal.



FINAL CALL FOR NOMINATIONS TO CAUT OFFICER AND EXECUTIVE MEMBERS-AT-LARGE POSITIONS

Nominations are still being sought for election to the Executive Committee, namely: CAUT President; Vice-President; and two members-at-large.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2001.

RESPONSIBILITIES

The Executive Committee consists of the President, the Past-President, the Vice-President, the Treasurer, the chairs of the four standing committees and two members-at-large.

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

Executive Members-At-Large: Serve as full members of the Executive and assume duties as assigned by the Executive.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive members-at-large is one year.

NOMINATION PROCEDURE

Nominations should be sent to: Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; Fax: (613) 820-7244.

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site).

NOMINATION DEADLINE

Although the nomination deadline is not until the April Council meeting, we encourage nominations to be submitted as early as possible and preferably by **March 31, 2001**.

DERNIER RAPPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS ET DE MEMBRES ORDINAIRES

Nous sollicitons toujours des candidatures à des postes au Comité de direction, soit : la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2001.

RESPONSABILITÉS

Le Comité de direction se compose du président, du président sortant, du vice-président, du trésorier, des présidents des quatre comités permanents, et de deux membres ordinaires élus par le Conseil.

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

Membres ordinaires du Comité de direction : Les membres ordinaires du Comité de direction siègent en tant que membres à part entière du Comité de direction et exécutent les tâches que ce dernier leur confie.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à : M. Gordon Shrimpton, Président, Comité des élections et résolutions, ACPPU, 2675, prom. Queensview Ottawa (Ontario) K2B 8K2; Télécopieur (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; et (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU;

DATE LIMITE DES MISES EN CANDIDATURE

Les candidatures peuvent être soumises jusqu'à l'assemblée d'avril du Conseil. Cependant, nous invitons les mises en candidature aussi tôt que possible et, de préférence, avant le **31 mars 2001**.

NEWS

Gaps Widen in Education Support

A PATCHWORK quilt of provincial policies is creating serious disparities in educational opportunity across Canada, says the second annual report on the state of post-secondary education released in January by the Canadian Centre for Policy Alternatives (CCPA).

According to the survey's authors, Erika Shaker and Denise Doherty-Delorme, federal and provincial cutbacks to universities and colleges are leading to greater inequities between provinces and institutions.

"Depending on the provincial government's level of commitment, higher education in many provinces is moving backward from being a basic right of citizenship toward being a privilege available mainly to those in upper income groups," conclude the authors.

Each year the report by the Centre, an Ottawa-based independent think-tank, ranks provinces according to an index that measures their overall commitment to equity, accessibility, quality and public accountability in higher education.

"Our concern is that there are a number of issues that are not adequately discussed when looking at the state of higher education across the country," explained Shaker.

British Columbia, Quebec and Manitoba received the highest grades in this year's ranking, reflecting, the authors say, the efforts of governments in these provinces to keep post-secondary education affordable.

Manitoba showed the biggest improvement over the previous year, rising from sixth to third place on the strength of a rollback in tuition fees and an increase in provincial spending.

CCPA Provincial Rankings

	2001	2000	Change
BC	1	1	-
QC	2	2	-
MB	3	6	+3
NS	4	3	-1
NB	6	3	-3
PEI	6	B	+2
NF	7	9	+2
AB	8	5	-3
SK	9	7	-2
ON	10	10	-

CCPA rankings rate provincial commitment to post-secondary education.

By contrast, Ontario was once again ranked dead last. Steep tuition fee increases and the "abdication of provincial responsibility for higher education to private interests" were cited as the main reasons for Ontario's poor showing.

Next to Nova Scotia, Ontario has the second highest average tuition fees in Canada and has the highest ratio of students to faculty members.

"It's very striking that students in Ontario are bearing a huge percentage of the cost of their education," Shaker said. "The rise in tuition is obviously a very important factor in determining the rankings."

Alberta and New Brunswick saw their rankings fall from fifth to eighth and from third to sixth respectively. Alberta's tuition fees were the third highest in the country, up more than 200 per cent since 1990. ■

A copy of *Provincial Rankings: Where Do the Provinces Stand on Education?* is available at www.policyalternatives.ca.

Victoire des chargés de cours de Trois-Rivières

La grève des quelque 350 chargés de cours de l'Université du Québec à Trois-Rivières, qui durait depuis neuf semaines, a pris fin le 9 janvier dernier.

Les chargés de cours ont voté à 75 p. 100 en faveur d'un règlement. L'entente ratifiée de six ans, couvrant la période du 1^{er} juin 1999 à la fin mai 2005, représente une percée significative contre la précarité pour les quelque 8 000 chargés de cours des autres universités québécoises, ont estimé la FTQ et son principal affilié, le Syndicat canadien de la fonction publique.

À compter de juin 2002, les chargés de cours profiteront d'améliorations et d'augmentations salariales de 20 p. 100 en moyenne. À l'échéance de la nouvelle convention (2004 - 2005), 55 chargés de cours seront à temps plein et gagneront de 46 079 \$ à 60 066 \$, sous réserve des paramètres du secteur public provincial.

« Nous souhaitons ardemment que les chargés de cours des autres universités québécoises et des autres composantes de l'Université du Québec pourront bénéficier, dans leurs négociations en cours, du règlement que les chargés de cours de l'UQTR ont obtenu après plus de deux mois de grève », a conclu Massé. ■

Traduit de l'article « Victory at Trois-Rivières ».

Controversy Heats Up at Trent over College Closures

Student and faculty protestors disrupt a board meeting demanding an opportunity to voice concerns about the closing of two downtown colleges.

At its January meeting, Trent University's board of governors provoked an angry response from student and faculty demonstrators when it refused to allow Professor John Syrett to present a motion from the Faculty Council regarding the board's decision to close the university's two downtown colleges.

Citing fire code regulations, the board told the group that only 20 of them would be allowed into the board meeting. When students and faculty members objected, board chair Gary Wolff declared the meeting closed to the public and moved it to president Bonnie Patterson's office.

Reaction was swift. In a strongly worded editorial on Jan. 23, the Peterborough *Examiner* argued that the action of the Trent board of governors "shows its commitment [to free speech and open discussion] is no stronger than a house of straw."

The editorial criticized the Trent board for refusing to hear Syrett, for refusing to find space to accommodate the faculty and students, and for then holding a se-

cret meeting in the president's office. "Imagine what would happen if members of a neighbourhood group overflowed the city council chamber and the mayor reacted by declaring the meeting closed and taking council to her office to discuss city business in private."

Behind the scenes was the board's determination to press ahead with the college closures despite a November 1999 resolution by senate to keep the colleges open and despite a compromise resolution of the faculty council in December to defer the college closures for several years.

The board's disregard of the senate decision prompted three Trent professors last year to apply for a judicial review of the board's action citing the *Trent University Act* provision that gives senate power over educational policy. Late last year a three-judge panel of the Ontario Divisional Court dismissed their application but the Ontario Court of Appeal recently granted leave to appeal that ruling.

The Court of Appeal will now hear Peter Kulchyski, Ian McLach-

lan and Andrew Wernick's request to have the Divisional Court judgment set aside and for a court order quashing the resolution of the university's board of governors to authorize the closure, sale or relocation of Peter Robinson College and Catharine Parr Traill College.

"Collegial governance is crucial for universities," said CAUT president Tom Booth. "Upholding the rights of elected academic senates is essential to ensure universities maintain academic excellence."

Because the *Trent University Act* is one of the strongest in the powers it gives the senate, the CAUT executive voted to provide legal assistance for the application for judicial review and has now pledged its full financial support for the appeal.

"There is national significance to this case," Booth added. "If the Trent board gets away with disregarding the role of the senate, it will be open season on university senates across the country."

The notice of appeal filed in early January will likely be heard this summer. ■



Trent — Students protest while university president Bonnie Patterson speaks at the opening ceremony of the new information commons in Bata Library.

PHOTO COURTESY OF THE PETERBOROUGH EXAMINER

Discours du Trône : les mesures annoncées étoufferont l'innovation

LE discours du Trône, ouvrant la première session de la 37e Législature, a été prononcé à la fin de janvier. Le gouvernement s'est engagé à mieux cibler ses investissements dans la recherche universitaire. Toutefois, l'Association canadienne des professeurs et professeurs d'université prévient que les mesures annoncées compromettent l'intégrité et l'indépendance des universités vouées à la recherche.

« En associant directement le financement de la recherche aux priorités de l'industrie, on se trouve à transformer les universités en usines de recherche pour le secteur privé », déclare le président de l'ACPPU, Tom Booth. « Ce n'est pas à l'avantage de la science. D'importantes recherches, qui ne rapporteront pas de profits à court terme, seront marginalisées. Les priorités de la commercialisation risquent de mettre en péril la recherche qui a une grande valeur au point de vue socio-culturel mais qui n'est peut-être pas lucrative, et d'encourager la recherche qui est rentable mais qui est peut-être sans valeur. »

L'année dernière, le président de l'ACPPU a remis au premier

ministre une lettre signée par plus de 1 400 chercheurs de pointe au Canada, le mettant en garde contre la commercialisation grandissante de la recherche universitaire, proposée par un groupe d'experts du gouvernement, qui entraînerait la progression de nouvelles découvertes et mineraient l'indépendance des chercheurs.

M. Booth ajoute que l'accroissement du financement de la recherche, bien qu'il soit nécessaire, doit s'accompagner d'une augmentation des subventions de fonctionnement de base pour mieux répondre aux besoins des universités et des collèges.

« L'orientation des crédits vers le même objectif est un problème car ils aboutiront, en majorité, dans les goussets d'une poignée d'universités, les plus riches et à fort coefficient de recherche », explique M. Booth. « Les établissements plus petits, régionaux, axés sur l'enseignement et n'offrant que le premier cycle, accuseront encore plus de retard. »

M. Booth estime que le gouvernement fédéral aurait dû s'engager à collaborer avec les pro-

vinces pour augmenter le financement de toutes les universités afin qu'elles puissent mieux aider les étudiants en investissant dans l'enseignement et en maintenant les droits de scolarité à un niveau plus abordable.

Le financement public réel des grandes universités de recherche a diminué d'environ 9 p. 100 depuis 1992, et de plus de 15 p. 100 pour les établissements du premier cycle.

M. Booth critique en outre l'intention du gouvernement de créer le Régime enregistré d'apprentissage personnel qui incite les Canadiens et les Canadiennes à économiser leur argent qu'ils pourront ensuite retirer pour suivre des programmes de formation publics ou privés.

« C'est la pire façon de répondre aux besoins en formation des Canadiens et Canadiennes », soutient-il. « Les personnes qui ont le plus besoin de formation, soit les chômeurs et les gagne-petit, sont celles qui peuvent le moins investir dans un régime d'apprentissage. » ■

Traduit de l'article « Throne Speech Fosters Bad Science ».

Throne Speech Fosters Bad Science

THE Speech from the Throne, opening the 37th session of Parliament, was delivered in January with promises the government will continue to strategically target funding for university research. But CAUT is warning the Liberal government's plans will jeopardize the integrity and independence of university-based research.

“By tying research funding more directly to industry’s priorities, you’re essentially turning universities into research shops for the private sector,” said CAUT president Tom Booth. “This makes for bad science. Important basic research that lacks the promise of short-term commercial profits will be marginalized. The priorities of commercialization threaten to jeopardize socially and culturally valuable research that may not be profitable, while encouraging research that makes money but may be trivial.”

Last year, CAUT presented the Prime Minister with a letter signed by more than 1,400 leading researchers in Canada warning that the increasing commercialization of university research as proposed by a government advisory panel would “impede the development of new discoveries and undermine the independence of researchers.”

Booth also says the apparent commitment in the throne speech to increased research funding, while badly needed, has to be matched by an increase in core operating grants to address the needs of all universities and colleges.

“The problem with putting all of your funding in the research basket is that most of this money will end up in the pockets of a handful of the wealthiest research-intensive universities,” he said. “Smaller and regional undergraduate teaching institutions will fall behind even further.”

Booth says the federal government should have committed to work with the provinces to “boost the funding of all universities so that they can better help students by investing in teaching and making tuition more affordable.”

Since 1992, real government funding of the large research universities has dropped by about 9 per cent, yet by more than 15 per cent at undergraduate institutions.

Booth also criticized the government’s intention to establish Registered Individual Learning Accounts whereby Canadians would be provided with incentives to save their own money and withdraw funds to attend public or private training programs.

“This is the absolutely worst way to deal with the education and training needs of Canadians,” he stated. “The people who need training the most — the unemployed and those in low wage jobs — are the ones who are least able to make any financial contribution to a learning account.” ■

The full text of the Governor General's Speech from the Throne is available at www.sft-dtc.gc.ca/siddt_e.htm.

Public Research No Strings Attached

National Graduate Council Campaign 2000 - 2001

www.cfs-fcee.ca/ngc/

Le CCPA classe les provinces

SELON le deuxième rapport annuel publié en janvier par le Centre canadien de politiques alternatives, le mosaïque des politiques provinciales crée un énorme déséquilibre des possibilités d'éducation au Canada.

Les auteurs du rapport, Erika Shaker et Denise Doherty-Delorme, estiment que les compressions budgétaires effectuées par les gouvernements fédéral et provinciaux accentuent l'inéquité entre les provinces et les établissements d'enseignement.

« Selon le degré d'engagement du gouvernement provincial, les études supérieures sont en train de passer, dans bien des provinces, d'un droit de citoyenneté fondamental à un privilège dont jouissent principalement les membres des groupes à revenu élevé », concluent les auteurs.

Chaque année, le rapport du Centre, un groupe d'analystes indépendant situé à Ottawa, classe les provinces selon des indicateurs qui mesurent leur degré d'engagement global, au titre de l'enseignement postsecondaire, dans quatre

catégories, soit l'équité, l'accessibilité, la qualité et la responsabilité envers le public.

« Un certain nombre de problèmes ne sont pas suffisamment discutés lorsqu'on examine la situation de l'enseignement postsecondaire au pays, et c'est ce qui nous préoccupe », explique Mme Shaker.

La Colombie-Britannique, le Québec et le Manitoba ont obtenu le meilleur rendement global en raison des efforts faits par ces provinces pour maintenir abordable le prix des études postsecondaires, estiment les auteurs.

Le Manitoba est la province qui a connu l'amélioration la plus marquée depuis l'année dernière, passant du sixième au troisième rangs, principalement à cause de la réduction des droits de scolarité et de l'augmentation des dépenses provinciales.

Par contre, l'Ontario s'est de nouveau classée au dernier rang. De nouvelles majorations des droits de scolarité et le fait que la province confie à des intérêts privés sa responsabilité envers le public

sont les principales raisons du pire rendement de l'Ontario.

L'Ontario détient, après la Nouvelle-Écosse, le deuxième rang pour les droits de scolarité les plus élevés au Canada et à la rapport étudiants-professeur le plus élevé.

Il est frappant de constater que les étudiants supportent une large part du coût de leurs études », poursuit Mme Shaker. « La hausse des droits de scolarité est manifestement un facteur très important pour déterminer les classements. »

En outre, le classement de l'Alberta et du Nouveau-Brunswick a baissé, passant respectivement du cinquième au huitième rangs et du troisième au sixième rangs. Les droits de scolarité de l'Alberta arrivent au troisième rang parmi les plus élevés au pays, une hausse de plus de 200 p. 100 depuis 1990. ■

Il est possible de consulter le rapport *Provincial Rankings: Where do the Provinces Stand on Education?* à l'adresse Internet www.policyalternatives.ca.

Traduit de l'article « Gaps Widen in Education Support ».

Cours de l'ACPPU

Négociation collective

Au moyen d'un exercice de simulation de négociation très réaliste, les participants au cours peuvent acquérir des compétences en négociation, en rédaction de dispositions contractuelles et pour le travail en équipe. Ils font également l'expérience de la dynamique prévalant à la table de négociation. La séance débute par un examen du cadre légal régissant la négociation et par une discussion des règles de l'interprétation contractuelle. Le cours s'adresse aux membres ayant peu d'expérience en négociation.

Formation en arbitrage

Un cours d'initiation à la présentation d'un grief à l'arbitrage. Les participants créent une cause d'arbitrage fictive et l'examinent dans le contexte d'une audience. Le cours porte sur l'acquisition de compétences en recherche juridique et sur l'art de défendre une cause, notamment sur la manière d'aborder et de monter une cause, ainsi que sur l'acquisition de techniques pour l'interrogatoire principal, le contre-interrogatoire, les exposés initiaux et finaux.

Règlement des griefs

Un cours s'adresse aux membres de l'exécutif et du conseil ou des délégués syndicaux des associations de professeurs, les représentants de première ligne. Au moyen d'exercices, de jeux de rôle et d'exposés, les représentants des associations de professeurs apprennent l'historique et le rôle des associations de professeurs et acquièrent des techniques pour informer, représenter et mobiliser les membres.

CAUT Education Courses

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An introductory course directed at faculty association members with little or no negotiation experience. Through a highly realistic simulated round of negotiations the course allows participants to develop bargaining, language drafting and team work skills as well as experience the dynamics of the negotiating table. The session begins with a review of the legal framework governing bargaining and a discussion of the rules of contractual interpretation.

Grievance Handling

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Grievance Arbitration

An introduction to presenting a grievance at arbitration. Participants develop an imaginary case for arbitration and see it through a hearing. The course focuses on legal research skills and the art of advocacy, including how to approach and develop a case as well as techniques for direct examination, cross examination and opening and closing arguments.

Being a Rep

This course is directed at executive and council members and/or stewards — the faculty association's front line. Through a combination of exercises, role-playing and lecture presentations faculty association representatives learn about the history and role of faculty associations and techniques for informing, representing and mobilizing the membership.

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For more information on CAUT's course offerings contact research & education officer Paul Jones (jones@caut.ca).

New Zealand Study Shows Folly of Market-Driven Universities

With his customary shrewd insight and clarity, Donald Savage reports on the state of academic freedom in New Zealand and makes recommendations for change.

Troubled Times: Academic Freedom in New Zealand

Rob Crozier, ed. Palmerston, New Zealand: Otago Press, 2000; 302 pp; paper \$16 us.

By MICHAEL HORN

AMONG the thoughts and feelings that seized me in reading this book, relief was dominant. Conditions may seem tough in Ontario's universities and they will probably get tougher. But they have some distance to go before they can match the troubles experienced by New Zealand's universities during the last dozen years.

Edited by Rob Crozier, executive director of the Association of University Staff of New Zealand (AUSNZ), this volume is largely an AUSNZ-commissioned report on the state of academic freedom in New Zealand, complete with recommendations for change, prepared by Donald C. Savage, recently retired after a quarter century as executive secretary of CAUT. Written with his customary shrewd insight and clarity, the report will be most useful to its intended New Zealand audience. However, it has lessons for academics wherever neo-liberalism is influencing public policy.

The basic neo-liberal impulse is "to leave it to the free market." Consistent neo-liberals see tertiary education institutions (as universities are called in New Zealand) as offering products (courses, programs, and degrees) whose primary beneficiaries are the institutions' consumers (students of all ages), who should, in principle at least, pay a fair market price (tuition).

What, in this context, does academic freedom mean? "Not much," is the answer Savage offers. He doesn't sound surprised, and rightly so. After all, one of the fathers of neo-liberalism (in North America usually called neo-conservatism) is William F. Buckley Jr., who stated in his book *God and Man at Yale* (1951): "Every citizen in a free economy, no matter what wares he plies, must defer to the sovereignty of the consumer." (p.185) The subtitle of Buckley's polemic is *The Superstitions of Academic Freedom*.

The freedom the market gives to people is the freedom to do what the market wants done, not what the scholar and scientist think should be done. There is some room in this doctrine for British-style academic free speech, but neo-liberals give due weight to the right of employers to proscribe speech that, in their view, harms the interests, i.e., the competitive position, of the company or university.

The key problem — one Savage squarely addresses — is that market-driven universities undermine academic freedom in teaching and research, central to the idea of academic freedom that became dominant about a century ago. The most pernicious aspect of this is to separate the funding of teaching and research (after all, why should consumers pay for the latter?), and to force researchers to rustle up private money. This leads to the commercialization of research that offers profit potential and the marginalization of research that does not. Savage rightly de-

votes a good deal of his report to the issues raised by these developments.

Another problem is that institutions in New Zealand (as in England and Australia) have had their autonomy weakened even though neo-liberalism would indicate otherwise. The reason, Savage shows, is that governments cast themselves as a kind of super-consumer in a market in which the actual consumers (or their parents) lack the money to buy the universities' products, so that a substantial government subsidy is necessary. Politicians and bureaucrats may then try to predict the market and force the institutions to respond to those predictions.

They also seek to force the universities to demonstrate, often elaborately, that they are not wasting public resources. That the time and money spent in meeting requests for information might be better spent in teaching and research is evidently thought to be irrelevant, even subversive.

Again, no surprise here. Savage does not cite Parkinson's Law, "work expands so as to fill the time available for its completion," but he might well have done so. In a bureaucracy, as C. Northcote Parkinson

showed, preparing reports, sending them around, commenting on them, revising them, using them as a basis for planning (thus spawning new reports) are all self-evidently worthwhile activities. Bureaucrats push paper around, that is their main job; and they are irritated when academics point out that they should have more important things to do.

For a dozen years, under two different governments (Labour and National), bureaucrats influenced by neo-liberal notions but also committed to the monitoring of government-funded institutions had a field day in New Zealand. Alas, neo-liberalism's payoff has been unimpressive for most New Zealanders and to some extent Savage's report has been overtaken by events. Neo-liberalism seems to be in retreat, at least in New Zealand. But the report contains a large number of recommendations, on subjects such as patenting, inclusiveness, speech codes and the like, that are worth taking seriously, and not just "down under."

The volume contains three essays on academic freedom by New Zealanders. One of them, by a Maori feminist scholar, Kathie Irwin, is though provoking, disturbing, and quite fascinating, because it will force most readers to look at academic freedom in an unaccustomed way.

The book has four appendices, among them CAUT's 1977 model clause on academic freedom. Unfortunately there is no index. A glossary of acronyms would also have been useful. New Zealand readers may not need one, but others will have to keep on looking back through the book. ■

Michiel Horn is professor of history at Glendon College, York University. His most recent book *Academic Freedom in Canada: A History* was published in 1999 by University of Toronto Press.



Freedom to Read Week
February 25–March 3, 2001

www.freedomtoread.ca

Béatrice Vizkelety



Human Rights and Weber — Ambit or Gambit?

— Vizkelety

Cynthia Westaway



Labour and Aboriginal Law

— Westaway

The Canadian legal and political landscape is changing rapidly as Nunavut becomes a new territory, the Nisga'a self-government agreement is ratified and more than 75 self-government agreements are currently being negotiated across Canada. How will legal jurisdiction be divided in this new Canada? Who retains jurisdiction over First Nation bargaining rights and other labour issues? How will the courts determine jurisdiction over First Nation educational programs?

Join the discussion on these cutting edge issues and discover the implications for faculty associations.

Pascale-Sonia Roy



Handling Member to Member Complaints

— Roy

Canadian courts have developed widely differing approaches to Weber in the context of defamation. Where did Weber come from? Who can be affected by Weber? Where is Weber going? What is defamation? Is the nature of defamatory conduct such that it "arises under the collective agreement?" Does the arbitrator have the jurisdiction to award appropriate remedies in defamation cases? What does the Weber decision mean for unions? Follow along as Pascale-Sonia Roy maps out a new approach for resolving these difficulties.

The conference is two days of discussion surrounding the legal issues facing academics today. It's a must for labour lawyers, faculty association staff lawyers and any grievance officers experienced in arguing cases.

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The Ambit of the Collective Agreement

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FINAL CALL FOR NOMINATIONS CAUT STATUS OF WOMEN COMMITTEE

Nominations are still being sought for two vacancies on the CAUT Status of Women Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2001.

RESPONSIBILITIES

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be able to dedicate considerable time to the work of the committee between meetings (four per year), including the biennial conference planning, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to: Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, CAUT, 2675 Queen'sview Drive, Ottawa, ON K2B 8K2; Fax: (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site).

NOMINATION DEADLINE

The nomination deadline has been extended to *March 1, 2001*.



DERNIER RAPPEL DE CANDIDATURES LE COMITÉ DU STATUT DE LA FEMME

Nous sollicitons toujours des candidatures à des postes au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures. Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2001.

RESPONSABILITÉS

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à : M. Gordon Shrimpton, Président, Comité des élections et résolutions, ACPPU, 2675, prom. Queen'sview Ottawa (Ontario) K2B 8K2; Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; et (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU.

DATE LIMITE DES MISES EN CANDIDATURE

La date limite des mises en candidature est prolongée jusqu'au *1er mars 2001*.

ACTUALITÉS

Le Québec annonce un congé fiscal pour les professeurs étrangers

DANS le but d'attirer des universitaires étrangers spécialisés en technologie de l'information, en génie, en sciences de la santé et en finances, le gouvernement du Québec leur offre un congé fiscal de cinq ans afin qu'ils acceptent des postes dans les universités de la province.

Des représentants officiels du gouvernement prétendent que cet encouragement fiscal est nécessaire pour aider les universités à recruter des professeurs et pour mettre un frein au précédent exode des cervaeux.

Le projet a toutefois été annoncé le même jour que la publication d'un nouveau rapport mettant en doute le lien entre les niveaux d'imposition et le départ vers les États-Unis de Canadiens et Canadiens très instruits et qualifiés.

Selon Ross Finnie, chercheur et professeur auxiliaire à l'école d'études politiques de l'Université Queen's, il est faut de prétendre que des masses de Canadiens et Canadiens quittent le pays.

L'étude de M. Finnie, *The Brain Drain, Myth & Reality – What It Is & What Should Be Done*, révèle une perte nette de personnel au firmier et de membres du corps professoral du secteur postsecondaire au profit des États-Unis. Le chercheur conclut cependant que l'attrait d'impôts réduits est un mythe.

M. Finnie estime que le véritable problème tient au manque de perspectives d'emploi au Canada en raison des coupes sombres effectuées dans la santé et l'éducation.

« Nous avons sabré les dépenses publiques, quelques-uns de nos plus brillants concitoyens sont partis »,

explique-t-il. « Il ne faudrait donc pas trop se surprendre de la situation actuelle. »

Le président de l'ACPPU, Tom Booth, est critique face au projet du gouvernement du Québec et soutient que ce dernier aurait plutôt avantage à accroître le financement de base des universités et collèges.

« Si vous souhaitez vraiment attirer des personnes de qualité dans vos universités, vous ne le faites pas en leur accordant un allégement fiscal », ajoute-t-il. « Il est un peu insensé de permettre à des professeurs étrangers d'avoir en poche quelques dollars de plus si le nombre d'étudiants par classe augmente, les installations de recherche sont en mauvais état et les conditions de travail se détériorent. »

M. Booth s'inquiète également du fait que le congé fiscal s'applique seulement aux universités étrangères et aux chercheurs canadiens émigrés.

« Je suis préoccupé par le message que ce projet transmet à nos collègues et aux nouveaux diplômés du doctorat qui n'auront pas droit à ce traitement spécial parce qu'ils sont demeurés au Canada », poursuit M. Booth. « Est-ce que cela veut dire qu'ils sont de deuxième ordre? »

Selon des porte-parole du gouvernement québécois, l'encouragement fiscal aidera les universités à recruter 1 000 professeurs au cours des cinq prochaines années, un chiffre exagérément optimiste, selon M. Booth. ■

Traduit de l'article « Quebec Government Announces Tax Breaks for Foreign Pros ». ■

L'ACPPU fête son 50e anniversaire

FONDÉE en 1951, l'ACPPU soulignera son cinquanteenaire par des activités spéciales lors de l'assemblée d'avril du Conseil.

« Nous espérons que les associations seront toutes présentes pour fêter cet événement marquant de la vie de notre organisme », a déclaré Tom Booth, le président de l'ACPPU.

L'histoire de l'ACPPU débute avec la décision des professeurs de l'Université de l'Alberta, en 1948, d'entreprendre un échange d'information sur les salaires avec d'autres professeurs et de mettre sur pied un comité spécial chargé de sonder l'opinion de leurs collègues d'autres universités sur la création d'une association nationale.

Encouragés par les réactions favorables, ils se réunissent en 1950, à Kingston, principalement avec des professeurs de l'Université Queen's, pour concevoir l'association nationale. F.A. Knox, de Queen's, convoque un comité de fondation qui rédige les statuts de la nouvelle as-

sociation et dresse une liste de dirigeants qui seront ratifiés l'année suivante, à l'Université McGill.

L'organisme est officiellement créé en 1951 avec l'adoption des statuts qui prévoient une fédération d'associations locales de professeurs dirigée par un conseil exécutif dont les dirigeants proviendront, chaque année, de l'une des associations membres. Le premier conseil est formé de représentants de Queen's et le professeur Knox en est le président.

En 1953, l'ACPPU publie le premier numéro du *Bulletin*. À cette époque, l'ACPPU représente 1 200 professeurs de 13 associations – des universités UBC, de l'Alberta, de la Saskatchewan, du Manitoba, de Toronto, McMaster, Carleton, Queen's, Sir George Williams, McGill, Laval, Dalhousie, et du Memorial College de St. John's. ■

Traduit de l'article « CAUT Celebrates 50th Anniversary » (*Bulletin* de l'ACPPU, janvier 2001).

CAREERS / CARRIÈRES

Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples in accordance with Canadian Immigration requirements. This advertisement is directed in the first instance to Canadian citizens and permanent residents. If an application is submitted to U of V and is not eligible for appointment under Canadian immigration regulations, no appointment will be completed and no appointment made. Applications should include a curriculum vitae and the names of at least three referees and should be sent to: Director of Human Resources, 12, 2001, Box 3010, Victoria, BC V8W 3N4, fax: (250) 475-5115 email: hr@uvic.ca

THE UNIVERSITY OF SASKATCHEWAN — The College of Education invites applications for approximately ten College Supervisor positions during the Fall term 2001. Applications from qualified and successful candidates will be assigned to supervise entries placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must hold a valid teaching certificate and a minimum of four (4) years teaching experience and a valid Saskatchewan Teaching Certificate or equivalent for this B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in interest supervision, proven ability to work with children, evidence of leadership ability, and, in terms, willingness and ability to travel to and stay overnight in remote areas during

the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are full-time term positions from August 1, 2001 through December 31, 2001. Candidates should submit a cover letter, resume, and three letters of reference to: Dr. Roy Graham, Chair, Department of Curriculum & Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3N4, <http://www.uvic.ca/hr/ed/teach.html>, fax: (250) 475-5115 email: roy.graham@uvic.ca

lego, located in Grande Prairie, a city approximately 450 kilometers from Edmonton. The remainder of the instructional responsibilities will involve undergraduate and graduate instruction in curriculum and instruction courses for elementary and secondary students. The salary for this position is \$45,000 per annum. The date of appointment will be July 1, 2001. Working in the Centre for Research in Applied Measurement and Evaluation will be an excellent opportunity for an individual interested in research. It is expected to maintain an active program of research and publication. The Department is interested in applicants who can link their research and teaching to one or more other areas in the Department (Learning and Development, Curriculum and Instruction, Early Childhood Education, Studies Teaching English as a Second Language, and Instructional Psychology). Responsibilities will include: 1) teaching undergraduate and graduate courses; 2) involvement in an active research program; 3) supervising graduate students; 4) research; and 4) providing service to the university and the community at large. Candidates should have a doctoral degree, a beginning record of publications, and scholarly interests in one or more of the areas. Applicants have a background in education and have a teaching certificate and/or practical experience in educational settings. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, curriculum vitae, state-

ment of research interests, and one published paper or paper accepted for publication, if available, and three letters of reference should be submitted by May 1, 2001 to: Dr. Michael G. Tait, Chair, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, T6G 2G2. The records arising from this competition will be held in accordance with the Access to Information Act and the Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications from qualified individuals from all qualified women and men, including women with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR — Department of Electronics invites applications for a tenure-track assistant professor position in the area of Adaptive Controls & Robotics. The position is subject to budgetary approval. Candidates should hold a doctoral degree in high-speed or microwave circuit design, or semiconductor device physics. The successful candidate will be expected to teach undergraduate and graduate programs in the department, and to build a leading-edge research program in the field of high-speed circuit design for data communications. Experience in high-speed data and clock generation in the field of high-frequency circuit design, drivers for optical communications, and microwave engineering is particularly valuable. Close collaboration with and communication of research results to PMC-Sierra is also expected. The candidate is eligible for membership in a Canadian professional engineering association as deemed appropriate by the employer. The University of Windsor has a long history of research excellence in VLSI, IC process technology, CAE for VLSI, antenna design, and embedded systems. Strong research record and success in obtaining funding. The candidate should also have excellent teaching experience in teaching courses in relevant areas such as Robotics and mechatronics, control theory, and communications. The candidate must be able to teach in English and French. The candidate should be able to establish and lead research teams in the above areas and attract external funding. Eligibility for certification as a Professional Engineer in Ontario is an asset. Fluency in English is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees should be sent to: Dr. R. Bhagat, Professor and Chair, Department of Mechanical Engineering, University of Windsor, 235 University Boulevard, W.H. 549, Montreal, Quebec, Canada H3C 1M8, or e-mail: mcveigh@uwaterloo.ca

ENGINEERING

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering invites applications for a Tier 1 Canada Research Chair

in the area of Adaptive Controls & Robotics starting June 2001. The Department offers BEng, MEng, PhD, and postdoctoral programs and has well-established and well-funded research activity. The department also has three strong research centers with focus on Industrial Control, Advanced Vehicle Engineering, and Materials & Composites. The department also has a strong research center in the area of Design & Innovation, which is supported by local aerospace industry and is engaged in the training of engineers in the multidisciplinary design of aircraft systems. Faculty members in the Department have close relationships with industry and their strong research activities enjoy extensive support from manufacturing and other industries in Montreal and surrounding areas. Candidates should have a Bachelor and a PhD degree in Mechanical Engineering with a strong background in Adaptive Controls & Robotics. Enhanced grants, strong research record and success in obtaining funding. The candidate should also have excellent teaching experience in teaching courses in relevant areas such as Robotics and mechatronics, control theory, and communications. The candidate must be able to teach in English and French. The candidate should be able to establish and lead research teams in the above areas and attract external funding. Eligibility for certification as a Professional Engineer in Ontario is an asset. Fluency in English is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees should be sent to: Dr. R. Bhagat, Professor and Chair, Department of Mechanical Engineering, University of Windsor, 235 University Boulevard, W.H. 549, Montreal, Quebec, Canada H3C 1M8, or e-mail: mcveigh@uwaterloo.ca

Applications are invited for a full-time tenure-track position as Assistant Professor of Extension with responsibility for distance education.

Duties: Reporting to the Dean, the successful candidate will have overall responsibility for policy development, planning, implementation, and evaluation of the Extension Division's distance education programs. The appointee will work collaboratively with others in the Extension Division and other colleges and units to develop, implement and evaluate distance education programs. The appointee will maintain productive relationships with external agencies involved in distance education. Duties will also include conducting research, and obtaining funding for distance education initiatives and may include teaching and supervision of graduate students.

Qualifications: Candidates must have demonstrated knowledge and competence in the following areas: adult education; educational technology; distance education; and university-level teaching and learning. Candidates should have successful experience in program development and administration, in research, and in teaching. Also important are awareness of current research, theory, and developments in distance education and instructional design; research skills and a vision for a distance education research program; excellent interpersonal skills and the ability to work well on a team.

Applicants: must hold, or be near completion of, a doctoral degree in an appropriate field (e.g. adult education, continuing education, educational technology, instructional design, distance education). A doctoral degree in another field may be acceptable when combined with other qualifications and relevant experience.

Salary: \$45,156-\$62,874

Starting Date: The closing date for applications is March 23, 2001.

Application Date: The appointment will commence July 1, 2001.

Candidates for this position should send a curriculum vitae, a letter of application that includes a statement of teaching and research interests, and the names and full contact information for three professional references, to Dr. Gordon Thompson, Dean, Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon SK S7N 5C8, or ext: dean@usask.ca

Candidates are encouraged to review the more detailed job description available on the Extension Division's web site

www.extension.usask.ca which also contains information about the Extension Division and its programs.

The University of Saskatchewan is committed to Employment Equity.

Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

Career Scientist

The Northeastern Ontario Regional Cancer Centre (NEORCC) is a division of Cancer Care Ontario, which provides a province-wide system of cancer prevention, treatment, research and education.

NEORCC conducts research in a wide variety of areas including clinical trials, radiation therapy, epidemiology, psychosocial services, and the molecular biology of cancer. The Tumour Biology Group is a highly successful research group at NEORCC which enjoys substantial support by peer review agencies such as CIHR (formerly MRC), NSERC, Cancer Research Society, Heart & Stroke Foundation, Canadian Breast Cancer Foundation, and Ontario Research and Development Challenge Fund. We are currently seeking a Career Scientist.

This will be the first of three "hard salary" positions, which will include a generator's start-up grant and stable core funding. The successful applicant will establish and direct an effective research program in tumour/cancer biology using current methods in molecular biology, biochemistry, cell biology, radiobiology or pharmacology. The individual will have the opportunity to work in a newly established, modern laboratory and will be encouraged to collaborate with other scientific and clinical researchers. Although this is a full-time research position, some teaching/supervision of Laurentian University undergraduate and graduate students will be expected. The successful candidate will also be expected to acquire additional research support from national and/or international granting agencies. A Ph.D. degree with at least two years of post-doctoral experience is required. Academic appointments at Laurentian University and/or the University of Ottawa Medical School will be available. Bilingual (English/French) is an asset.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications are invited from all qualified candidates.

Applicants should submit a curriculum vitae, summary of research experience, and a brief statement of research plans. These materials and three letters of recommendation should be sent before March 1, 2001 to: Dr. Amadeo Parisi, Chair in Cancer Research, Northeastern Ontario Regional Cancer Centre, 41 Ramsey Lake Road, Sudbury, Ontario, P3E 5J1. Please quote file name: SCI 12/00.

For a more detailed description of the Tumour Biology Group, its research programs and its staff, please visit our website at: <http://www.neorcc.on.ca/research/tumour/webpage.html>

We are an equal opportunity employer.

Northeastern Ontario Regional Cancer Centre

Cancer Care Ontario operates eight regional cancer centres in Ontario, with several new centres scheduled to open between 2002 and 2005. Our work includes programs in cancer prevention, screening, treatment (medical, surgical and radiation), supportive care, research, education and the development of treatment guidelines.

Cancer Care Ontario is the province's leader in the integration and coordination of cancer control services, and the Ministry of Health and Long-Term Care's principal adviser on cancer issues.



The University of Prince Edward Island is seeking applications or nominations for Vice President, Academic Development

UPEI is a great small university emphasizing academic excellence, high quality research, unique location and a strong sense of university community. Its undergraduate and graduate programs promote a progressive, student-centered learning environment.

The successful candidate will:

- lead the development of UPEI as a student-centered university
- foster the development of student life and of the university as a community
- serve as UPEI's senior administrative officer for the academic support units: computer services, student services, libraries, student recruitment and retention, registration, athletics, international education, and distance and continuing education
- help set the tone for the learning environment in UPEI's faculties: Arts, Business Administration, Education, Nursing, Science, and Veterinary Medicine
- facilitate cross-curricular program development of writing and other core academic strengths
- foster the progressive use of technologies at UPEI
- serve as a key member of UPEI's senior management team
- promote faculty development
- facilitate educational partnerships for UPEI
- play a lead role in University planning and policy development

To learn more about the exciting climate of academic development at UPEI, visit our website: <http://www.upci.ca>

The appointment will be for an initial 5 year term commencing July 1, 2001.

Salary will be commensurate with qualifications and experience. Closing date is March 16, 2001.

Letters of application, including a current curriculum vitae, should be sent to the Search Committee, Vice President Academic Development, President's Office, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, C1A 4P3. Tel: (902) 566-0683, Fax (902) 628-4311.

Applicants should have three letters of reference sent to the same address.



The University of Prince Edward Island

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to gender equity in employment.

UPEI www.upci.ca
a great small university!

EXTENSION DIVISION

Assistant Professor of Extension: Distance Education

Applications are invited for a full-time tenure-track position as Assistant Professor of Extension with responsibility for distance education.

Duties: Reporting to the Dean, the successful candidate will have overall responsibility for policy development, planning, implementation, and evaluation of the Extension Division's distance education programs. The appointee will work collaboratively with others in the Extension Division and other colleges and units to develop, implement and evaluate distance education programs. The appointee will maintain productive relationships with external agencies involved in distance education. Duties will also include conducting research, and obtaining funding for distance education initiatives and may include teaching and supervision of graduate students.

Qualifications: Candidates must have demonstrated knowledge and competence in the following areas: adult education; educational technology; distance education; and university-level teaching and learning. Candidates should have successful experience in program development and administration, in research, and in teaching. Also important are awareness of current research, theory, and developments in distance education and instructional design; research skills and a vision for a distance education research program; excellent interpersonal skills and the ability to work well on a team.

Applicants: must hold, or be near completion of, a doctoral degree in an appropriate field (e.g. adult education, continuing education, educational technology, instructional design, distance education). A doctoral degree in another field may be acceptable when combined with other qualifications and relevant experience.

Salary: \$45,156-\$62,874

Starting Date: The closing date for applications is March 23, 2001.

Application Date: The appointment will commence July 1, 2001.

Candidates for this position should send a curriculum vitae, a letter of application that includes a statement of teaching and research interests, and the names and full contact information for three professional references, to Dr. Gordon Thompson, Dean, Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon SK S7N 5C8, or ext: dean@usask.ca

Candidates are encouraged to review the more detailed job description available on the Extension Division's web site www.extension.usask.ca which also contains information about the Extension Division and its programs.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

Concordia University's Faculty of Arts and Science A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We are looking for up to 57 assistant professors and lecturers to join our dynamic Faculty for full-time, limited-term appointments for the 2001-2002 academic year.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to three limited-term appointments. The ideal candidates will teach in at least two of the following areas: human systems development/intervention; large systems change and process consultation; quantitative and/or qualitative research methods; leadership effectiveness; and group process theory and skills. Applicants must have a doctorate in a relevant social science discipline. French proficiency is desirable. This new multi-disciplinary department includes a graduate program in Human Systems Intervention and undergraduate programs in Human Relations, Leisure Sciences, Therapeutic Recreation, Family Life Education and Community Service.

Dr. Randy Suedberg,
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for up to three limited-term appointments in the following areas: 1) introductory biology; 2) organismal biology and ecology; 3) molecular biology and cell biology. Applicants should have a PhD in a relevant area, as well as prior teaching experience at the university level. The position in molecular and cell biology requires extensive involvement in the design and implementation of laboratory courses in conjunction with Departmental technical staff.

Dr. C. Cupples,
Chair, Department of Biology
bcuppl@alcor.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The individual will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.

Dr. Marcus Lawrence,
Chair, Department of Chemistry and Biochemistry
marcus@dalton.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to three limited term appointments to teach in one or more of the following areas, depending upon departmental needs: Media Production (Television); Basic Writing for the Media; Media Law and Administration; Broadcasting Policy in Canada; Advertising; Advanced Scriptwriting and Feminist Theory. Applicants must hold a PhD in Communication Studies or a terminal degree in a cognate field. Related teaching experience is essential. Principal responsibilities will include teaching at the BA, Graduate Diploma and MA levels.

Dr. Martin Alor,
Chair, Department of Communication Studies,
alor@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three limited-term appointments to teach at the undergraduate level in several of the following areas: Principles, Statistics, Micro- and Macroeconomics, International Development and Public Economics. Applicants must hold a completed or near-completed PhD.

Dr. Ian Irwin,
Chair, Department of Economics
irwin@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for up to four limited-term appointments to teach in the areas of Information Studies, Adult Education, Educational Studies (including courses in the philosophy, history and politics of education), and Educational Technology. For the positions in Information Studies and Educational Technology, applicants must have a completed or near-completed PhD. A knowledge of French will be considered an asset for each position.

The above positions are all full-time limited-term appointments, beginning August 15, 2001 and ending May 31, 2002. Hiring is subject to budgetary approval. These positions are normally at the rank of Assistant Professor or Lecturer. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. Review of applications will begin on March 15, 2001 and continue until the positions are filled. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to employment equity and encourages applications from women, Aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science.
Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8. Internet: <http://artsandscience.concordia.ca>

Dr. Richard Schmidt,
Chair, Department of Education
schmidt@education.concordia.ca

ENGLISH

Our Department of English invites applications for up to three limited-term appointments in the areas of Eighteenth Century Literature, American Literature, and Composition. Candidates for the appointment in Eighteenth Century Literature should have competence in the drama, poetry and prose of English literature, 1660-1800. Candidates for the appointment in American Literature should have competence in all periods of American literature and be able to teach prose, poetry and drama. Applicants must have a completed or very nearly completed PhD; successful teaching experience is highly desirable, as are scholarly publications. Candidates for the appointment in Composition should have a completed or very nearly completed PhD in Literature or Rhetoric. Considerable experience teaching composition at all levels and experience in managing a university-level composition program are requirements. Familiarity with Professional Writing programs is an asset.

Prof. Terence Byrnes,
Chair, Department of English
byrnes@alcor.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à trois postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycles, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retourneront enseigner au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes au rang de chargé-e d'enseignement ou de professeur-e adjoint-e en enseignement du français langue seconde, l'un orienté vers la didactique et le multimédia, l'autre vers la phonétique, la phonologie prosodique et le multimédia. Un poste de même rang en traduction est ouvert à toute personne apte à enseigner la traduction générale, connaissant bien la TAO, et au fait des industries de la langue. Madame Lucie Legault,
Directrice de département d'Études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two limited-term appointments in the following areas: (1) Lifestyle Behaviour and 'Basic Psychological Issues of Health and Physical Activity'; (2) Issues in Personal and Community Health and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD), as well as teaching experience at the University level.

Dr. William R. Sellers,
Chair, Department of Exercise Science
wsell@vax2.concordia.ca

GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment to teach in the area of German, with an emphasis on literature since 1950 and the history of theatre. Other teaching responsibilities may include translation and German for business. Applicants must hold a PhD and be fluent in English and German; prior teaching experience at the undergraduate level is an asset.

Dr. Catherine Vallejo,
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

HISTORY

Our Department of History and our Liberal Arts College invite applications for a joint, limited-term appointment in European Intellectual History. Candidates must be able to teach seminars in 18th-20th Century Western Civilization and Culture, the College's multi-disciplinary Great Books core curriculum, as well as basic European surveys in the History Department, and a second-year course in

European Intellectual History. Applicants should have a completed or very nearly completed PhD.

Prof. Harvey Shulman
Principal, Liberal Arts College
shulman@vax2.concordia.ca

HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will teach in several of the Faculty's academic units, likely including the Department of History, the Department of Philosophy, Science College and the Liberal Arts College's multi-disciplinary Great Books core curriculum. Applicants must hold a PhD in the area, some publications and concentration on the modern period. Applicants must have appropriate scientific formation and a willingness to participate in general education initiatives emanating from Faculty priorities.

Dr. Martin Singer,
Dean, Faculty of Arts and Science
msinger@vax2.concordia.ca

JOURNALISM

Our Department of Journalism invites applications for one limited-term appointment in Computer-Assisted Journalism (including courses in Desk-top Publishing, Web-site Design and On-line Magazine Publishing). Duties will also include supervision of two computer labs and a teaching assistant.

Applicants must have a graduate degree in a relevant field and at least five years of work experience as a professional journalist. Teaching experience at the university level is an asset.

Prof. Em Raudsep
Director, Department of Journalism
raudsep@vax2.concordia.ca

LITERATURE

Our Liberal Arts College invites applications for one limited-term appointment in its multi-disciplinary Great Books core curriculum. The candidate will teach in our "Modes of Expression and Interpretation" seminars, which run across Antiquity to the present. These courses include materials in literature, philosophy, and religion, with an emphasis on the literary tradition. The ideal candidate, rooted in a discipline, must be competent to handle these seminars. Applicants must have a PhD, as well as experience in, and commitment to, this vision of education; and a record of publication.

Prof. Harvey Shulman
Principal, Liberal Arts College
shulman@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to five limited-term appointments to teach courses in the areas of Analysis, Numerical Analyses, Optimization, Probability and Statistics, and Engineering Mathematics. Applicants must have a PhD and proof of excellent teaching ability.

Dr. Joel Hillel,
Chair, Department of Mathematics and Statistics
math.chair@discrete.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one limited-term appointment, for a specialist in Cognitive Science, with competence in logic. Applicants must have a PhD and should include writing samples with their application.

Dr. Murray Clarke,
Chair, Department of Philosophy
murray@vax2.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to six limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Chinese and Japanese Politics, American Foreign Policy and U.S. Politics. Applicants must

hold a PhD; good teaching and research experience is an asset.

Dr. Reeta C. Tremblay,
Chair, Department of Political Science
reeta@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to five limited-term appointments. Applicants should possess a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: introductory psychology, social psychology, personality, developmental psychology, learning, motivation and statistics.

Dr. June Chaikelson,
Chair, Department of Psychology
chaikel@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to two limited-term appointments, one in Judaic Studies and the other in Hindu Studies. Applicants for the Judaic Studies position should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism and the appropriate language skills. Prior teaching experience is required. The ability to teach in the area of Christianity or other religions and familiarity with the comparative study of religions will be considered assets. Applicants for the Hindu Studies position should hold a PhD in Judaic Studies or Religion and have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout its historical development. Knowledge of the texts and relevant language proficiency are required, as is experience and skill in teaching.

Dr. Leslie Orr
Chair, Department of Religion
orr@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: theory, subjectivity and socialization, culture and representation, inclusion/exclusion, methodology, macro-sociology and crime, justice and law. A PhD is preferred; knowledge of French is an asset.

Dr. Anthony Synott,
Chair, Department of Sociology and Anthropology
synott@vax2.concordia.ca

TESL CENTRE

Our Centre for Teaching English as a Second Language (TESL) invites applications for up to three limited-term appointments in TESL/applied linguistics. Applicants must have academic training and/or recent professional experience in at least two of the following areas: ESL teaching methods and student-teacher supervision; language assessment; bilingualism and sociolinguistics; English grammar and phonology; language acquisition; and new technologies in language teaching. We are seeking candidates with a strong ESL/TESL background relevant to all aspects of the initial training of teachers primarily for the Quebec school system. Applicants must hold a relevant doctorate or master's degree, have an excellent command of English, and be proficient in French.

Dr. Patsy M. Lightbown,
Acting Director, TESL/Centre
lightbm@vax2.concordia.ca

URBAN STUDIES

Our Department of Geography invites applications for one limited-term appointment in Urban Studies. Teaching responsibilities will include laboratory courses in urban design as well as other undergraduate courses in Urban Studies. Applicants must have a Masters degree or higher and relevant practical experience, as well as good analytical skills in planning and design.

Dr. Patricia Thornton,
Chair, Department of Geography
thorpat@vax2.concordia.ca



Real education for the real world

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CAREERS CARRIÈRES

directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons with visible minorities, persons with disabilities, and Aboriginal people.

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology invites applications for a limited-term appointment in Sociology at the rank of Assistant Professor. The position is subject to budgetary approval. A PhD is required. The successful applicant will be a specialist in the sociology of crime, and should also be prepared to teach courses in qualitative methods. Applications should include a letter of application, including the names of three referees, a available teaching evaluations and a sample publication by March 31, 2001, to Dr. Andrew Lyons, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology invites applications for a limited-term appointment in Sociology at the rank of Assistant Professor. The position is subject to budgetary approval. A PhD is required. The successful applicant will be a specialist in the sociology of crime, and should also be prepared to teach courses in qualitative methods. Applications should include a letter of application, including the names of three referees, a available teaching evaluations and a sample publication by March 31, 2001, to Dr. Andrew Lyons, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

of three references to the contact person below no later than 4:00 p.m. March 16, 2001. Full post available at www.uvic.ca

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology invites applications for a limited-term appointment in Sociology at the rank of Assistant Professor. The position is subject to budgetary approval. A PhD is required. The successful applicant will be a specialist in the sociology of crime, and should also be prepared to teach courses in qualitative methods. Applications should include a letter of application, including the names of three referees, a available teaching evaluations and a sample publication by March 31, 2001, to Dr. Andrew Lyons, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

STATISTICAL SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Statistical and Actuarial Sciences is seeking an individual with experience in the life insurance industry who has attained professional designation as Actuary (Fellow) with the Society of Actuaries. The candidate must have a minimum of three years in Actuarial Science, a Masters degree in Statistics and demonstrated excellence in teaching undergraduate actuarial science courses and in administrative skills. This position is limited term, for a period of 5 years and is renewable. Salary will be commensurate with experience. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to Professor A.J. McLeod, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5G7. The deadline for receipt of applications is March 31, 2001. Positions are subject to budget approval. Canadian citizens and permanent residents will be given preference. The University of Western Ontario is committed to employment equity, diversity, and welcome diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons and persons with disabilities.

STATISTICS

THE UNIVERSITY OF MANITOBA — The Department of Statistics invites applications for a tenure-track position as Assistant Professor, effective July 1, 2001. The candidate must have a PhD and must be able to teach a broad range of courses including sociological theory, demography and the sociology of law. Applications should include a brief statement of teaching philosophy and a copy of three recent publications. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. Alfonso Gómez, Department of Sociology and Anthropology, University of Manitoba, Winnipeg, Manitoba, Canada, N3X 3H2. The deadline for receipt of applications is March 31, 2001. Positions are subject to budget approval. Canadian citizens and permanent residents will be given preference. The University of Manitoba is committed to employment equity, diversity, and welcome diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons and persons with disabilities.

R3T 2N2, tel. 204-474-9826, fax. 204-474-7621, e-mail: smaych@umanitoba.ca. In addition, please arrange to have three letters of reference (at least one letter should comment on the applicant's teaching ability) sent directly to the Chair of the Search Committee.

URBAN STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts and Sciences. Has one limited-term appointment available in Urban Studies. Please see our full-page display ad in this issue.

THE UNIVERSITY OF WINNIPEG — Canada Research Chair, The University of Winnipeg, Faculty of Arts and Sciences, invites applications in the areas of Urban Change and Adaptation and Aboriginal Peoples in an Urban and Regional Context. The University will be seeking exceptional candidates for these interdisciplinary research and teaching posts. Salary will be commensurate with experience. Additional information on each position can be found at <http://www.uwinnipeg.ca/academic/opps.html>. Candidates are expected to have vibrant ongoing research programs and an excellent record of research publications. The Canada Research Chair award will be given to a researcher and supervisor of graduate students, the new faculty member will be able to deal with educational issues, distance learning, and teaching programs as applied to web technology hardware and software. Professional interaction with educational technologists and computer scientists and participation in research with these specialists is a high priority. The successful candidate will be able to teach courses in Visual Communication Design, including the Visual Communication Design teaching in order to address the design challenges of the 21st Century. We are looking for two experienced practitioners in Visual Communication Design with different research strengths, but with similar commitments to intensive studio teaching and research. The successful candidate will have a solid portfolio of work in Visual Communication Design. Applicants with a master's level degree and a doctoral degree could have one of the following: a solid portfolio of work in Visual Communication Design, or a solid portfolio of work in design, or a solid portfolio of work in design and communication. The successful candidate will have a strong record of experience in the practice of visual communication design and a demonstrated ability to engage in research. A record of scholarly publications, commensurate with the rank of professor, will be an asset. Professor A. Assistant Professor, General Visual Communication Design. We are looking for a designer with a solid portfolio of work in general graphic design, in areas such as books, signage, and visual communication. The position will be family and location dependent. The new faculty position will be located in Brandon. The successful applicant will have a strong record of experience in the practice of visual communication design. The successful applicant will have experience and research interests in the design of information, educational materials, and social marketing. This will be a designer

and develop diverse strategies appropriate to the needs of visual communication. The successful applicant will teach courses in the areas of information, typographic and graphic design, supervise student projects on both undergraduate and graduate levels. Salary will be commensurate with experience. Additional information on each position can be found at <http://www.uwinnipeg.ca/academic/opps.html>. Salary will be commensurate with experience. The successful candidate will be able to teach courses in Visual Communication Design, including the Visual Communication Design teaching in order to address the design challenges of the 21st Century. We are looking for two experienced practitioners in Visual Communication Design with different research strengths, but with similar commitments to intensive studio teaching and research. The successful candidate will have a solid portfolio of work in Visual Communication Design. Applicants with a master's level degree and a doctoral degree could have one of the following: a solid portfolio of work in Visual Communication Design, or a solid portfolio of work in design, or a solid portfolio of work in design and communication. The successful candidate will have a strong record of experience in the practice of visual communication design and a demonstrated ability to engage in research. A record of scholarly publications, commensurate with the rank of professor, will be an asset. Professor A. Assistant Professor, General Visual Communication Design. We are looking for a designer with a solid portfolio of work in general graphic design, in areas such as books, signage, and visual communication. The position will be family and location dependent. The new faculty position will be located in Brandon. The successful applicant will have a strong record of experience in the practice of visual communication design. The successful applicant will have experience and research interests in the design of information, educational materials, and social marketing. This will be a designer

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McGill

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Director
- Pediatric Medical Emergency
Staff Physicians
- Pediatric Respiratory Medicine
Director and Staff Physicians
- Medical and Biochemical Genetics
Director of Division, Director of Biochemical Genetics Service, and Staff Physicians
- Newborn Medicine
Staff Physicians at Royal Victoria, Jewish General and Montreal Children's Hospitals sites
- Medical Scientist
MD or PhD in Developmental Biology
- Developmental and Behavioral Pediatrics
Staff Physician

Director candidates must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute. Remuneration of the successful candidate will be based on individual qualifications. Candidates would benefit from a working knowledge of both official languages.

Applicants should send a statement of interest, C.V., names of three references, and an e-mail address prior to March 20, 2001:

Dr. Harvey Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montréal, QC H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-934-4467
Fax: 514-989-3751

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Applicants should send, no later than March 15 2001, a Curriculum Vitae, representative reprints, a one-page summary of their research objectives, and three letters of reference to:

Dr. Norbert H. Haunerland, Chair
Department of Biological Sciences
Simon Fraser University
8888 University Blvd.
Burnaby, BC V5A 1S6, Canada
Fax: 604-291-4312

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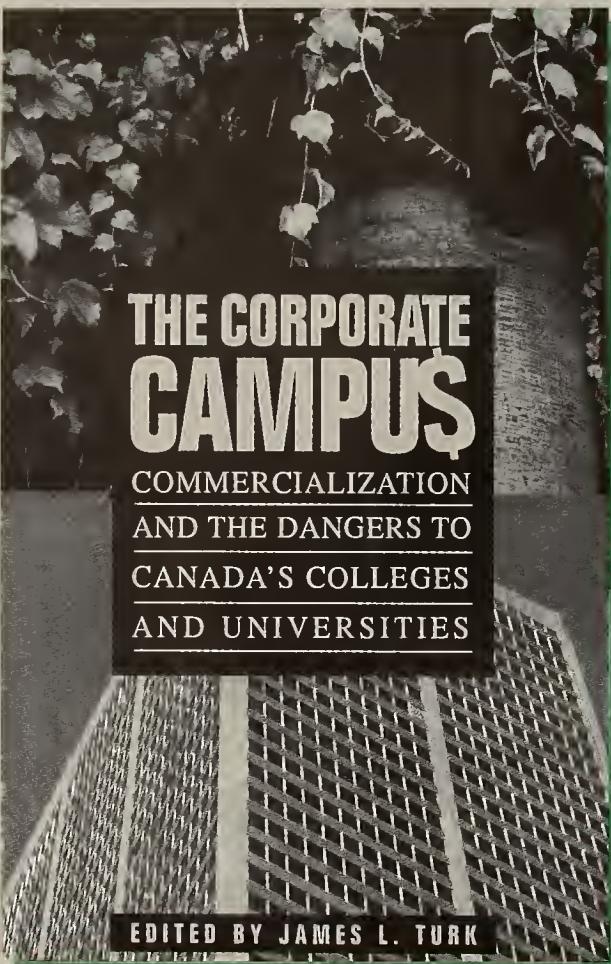
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